

Analyzing the connection between a wellbeing pulse-survey tool and the Basic Psychological Needs

Using an adapted and simplified version of the Basic Psychological Need Satisfaction at Work Scale in a mobile application

Wellbeing at work is essential for maintaining mental and physical health. The value of happiness and wellbeing for individuals, both in everyday life and the professional sphere, cannot be emphasized enough.

This thesis aimed to test a tool for early-stage work ability (meaning wellbeing) for Novia University of Applied Sciences. The tool should connect to Self-Determination Theory and its basic psychological needs. A pulse-survey tool was designed and developed for mobile devices (iOS and Android). The pulse-survey tool was able to collect data in daily pulse surveys.

The Basic Psychological Needs Theory from Self-Determination Theory was used, with the basic psychological needs of autonomy, competence, and relatedness in focus. A new conceptual framework was tested, including a combination of wellbeing rating answers and a simplified Basic Psychological Needs Satisfaction at Work Scale using the Experience Sampling Methodology guidelines.

This study examined the use of both one-time and repeated (pulse) surveys in the context of wellbeing assessments. The results showed the benefits of using pulse surveys to identify areas lacking basic psychological needs.

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